

Civil Rights Training



MONTANA CHILD AND ADULT CARE FOOD PROGRAM





What are Civil Rights?



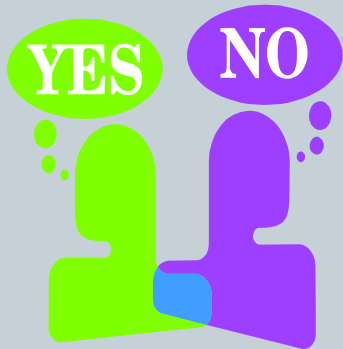
Civil Rights are personal rights guaranteed and protected by the U.S. Constitution and Federal laws enacted by Congress such as the Civil Rights Act of 1964 and American Disabilities Act of 1990.

Civil Rights Include:

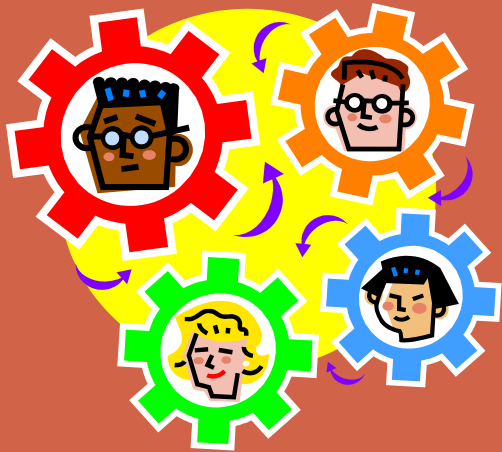
- * Equal protection of the laws**
- * Protection from unlawful discrimination**



What is Discrimination?



- ➔ **Different treatment**
- ➔ **Makes distinction from others**
- ➔ **Either intentionally, by neglect, actions or lack of actions**
- ➔ **Based on the protected classes**



The United States Department of Agriculture (USDA) statutes and regulations prohibit discrimination in Child Nutrition Programs based on the protected classes:

- * **race**
- * **color**
- * **national origin**
- * **sex**
- * **disability**
- * **age**

Why do Civil Rights apply to CACFP?



- **CACFP is a Federally-assisted program. CACFP benefits and a portion of administrative costs are funded by the Federal government.**
- **To receive Federal dollars, the State agency signed assurances promising to comply with Federal civil rights requirements.**
- **All centers receiving Federal dollars must implement civil rights requirements to be eligible for CACFP.**

Goals of Civil Rights



- ★ **Equal treatment for all.**
- ★ **Knowledge of rights and responsibilities.**
- ★ **Elimination of illegal barriers that prevent or deter people from receiving benefits.**
- ★ **Dignity and respect for all.**



Is this a Civil Rights issue?

A center director tells a CACFP reviewer, “I screen my parents very carefully. I’m very particular about the children I take.”

Yes, this is a potential civil rights issue. All child care institutions in CACFP must provide equal opportunity for enrollment to all parents and children.



Is this a Civil Rights issue?

Children who speak Spanish are assigned to sit together at a *Spanish-speaking* table.



Yes. Segregating children who share a particular characteristic of any protected class is considered discrimination.

Note: Be careful of the appearance of segregation, such as seating all boys or girls at separate tables.

Is this a Civil Rights issue?

Leftover foods at a child care center are consistently offered only to boys and not to girls.

Yes. This is discrimination based on sex. Any additional foods, if available, must be offered to all children.



Civil Rights Requirements



- **Annual re-certification of commitment to civil rights compliance.**
- **Train staff annually on Civil Rights – complete training forms.**
- **Develop and implement a Civil Rights complaint procedure.**
- **“And Justice for All....” statement on printed material available to the public, which mentions USDA or the CACFP.**
- **Offer meals to all participants in a non-discriminatory manner.**
- **Prominently display “And Justice For All...” poster.**

Thank You!

Source: FNS -113-1
Civil Rights Compliance and Enforcement
Nutrition Programs and Activities

